

# Bulletin

University of Toronto

Friday November 14, 1975

No. 13 29th Year



photo by Merrin Associates

The ballot boxes and other voting paraphernalia were set up in Convocation Hall on Friday, Nov. 7, as almost 90 percent of the membership of CUPE local 1230, the library workers' union, turned out to vote. The final tally was 283 in favour of a strike, 62 opposed.

## Library negotiations resume

A meeting between the University and CUPE local 1230, the library workers' union, will be held on Tuesday, Nov. 18 at the office of the Ministry of Labour in an attempt to head off a strike.

Vice-Provost Peter Meincke says he is very optimistic that a strike can be averted, in spite of a vote taken by the union membership last Friday in which 82 percent voted in favour of striking. The earliest possible date for a strike would be Nov. 20.

Almost 90 percent of the union membership turned out to cast ballots at Convocation Hall. The final tally was conclusive: 283 in favour of a strike, 62 opposed.

This came in spite of an eleventh hour offer from the University's negotiations to issue a lump sum payment of \$500 to each worker who had joined the staff up to July 1, 1975, "as soon as the cheques can be processed". Employees who joined after this

date were to receive a pro-rated portion of this amount. Previously the University had offered this lump sum payment but had not specified when it would be available because it had been thought the payment would have to await approval by the Anti-Inflation Board.

Meanwhile, the Academic Affairs Committee of Governing Council has approved a motion introduced by student Seymour Kanowitch recommending "that instructors and faculties seriously consider postponing deadlines for essays, tests and other term assignments for which students require use of library facilities".

The motion comes before the next meeting of Governing Council, on Nov. 20.

Librarians that would be affected by a strike include the Robarts library, Sigmund Samuel library, the Science and Medicine library, and departmental libraries

in Engineering, Pharmacy and Hygiene. Professional librarians at these libraries have been asked to report for work in the event of a strike, in order to "maintain services at the best possible level".

In a letter to the professional library staff, Chief Librarian Robert Blackburn said: "Cheerfulness, calmness, adaptability and willingness to co-operate and do whatever is necessary to maintain services will make this trying time easier for all".

According to Vice-Provost Meincke, contingency plans have been made for a strike, but just how effective these will be depends on several factors, including whether or not a significant number of students decide not to cross the picket lines to use the library.

"We're basically faced with the problem of trying to run a very complex library operation with one-third of the staff," he said.

## Statement by President vis-a-vis demands of library workers' union

The University simply cannot meet the library workers' union's demands without sacrificing the interests of the other members of the University staff. The union is demanding, for 1975-76, an average increase of 35 percent for a one-year contract, a reduction in working hours, and a guarantee that there will be no reduction in staff. The 35 percent cash demand alone would cost the University more than \$1 million additional in the current year, for about 400 persons.

We have made as generous an offer as we can considering our financial circumstances in 1975-76, the increases received by the other 11,000 staff members, and our academic obligations to nearly 46,000 students. Moreover, a 35 percent increase for one group would have serious repercussions in 1976-77 and ensuing years. Our best information is that our income from Government grants and students' fees for 1976-77 will fall short of our needs by an estimated \$7.5 million. As I have emphasized repeatedly, we are looking for savings in the non-salary areas and we are attempting to reduce the salary commitments through attrition only, not by dismissal for fiscal reasons. At the same time, we are making clear to the Government the severe problems being created by the limitations on revenue and urging that action be taken to rectify the situation.

The special committee established to advise on negotiations with the Library Union has been kept fully informed and involved. This committee, which includes faculty members as well as a number of senior librarians, fully supports the position of the administration that if a strike or work stoppage should occur, every effort should be made to maintain the library services at the best possible level while continuing to attempt to reach agreement with the union.

John Evans

## Faculty union debated

by Paul Carson

Is unionization of the University's teaching staff a necessary and practical course of action in a "jungle society", or a "misguided panacea" that won't solve the main problems confronting those in the academic profession?

Both viewpoints were argued at length during a two-hour meeting Nov. 6 attended by approximately 275 faculty members in the Medical Sciences Auditorium. No consensus was reached and many similar gatherings will be held before any final decision is taken.

The meeting, sponsored by the University of Toronto Faculty Association (UTFA), was conducted in an informal debating format. Each of the main speakers - Profs. William Nelson and John Crispo - made a 15-minute presentation covering the pros and cons of faculty unionism, then discussion from the audience was invited. Not surprisingly, the topic elicited numerous questions and comments, and although no votes were taken, the controversial topic was debated in great detail.

William Nelson, professor history and UTFA president since

1973, began his presentation by tracing what he termed "the gradual evolution" of the concept of unionization of university teaching staff.

Twenty years ago, he said, faculty members saw their role in the university as one of self-management. They were contemptuous of such administrative duties as fund-raising and would have considered a move toward trade unionism as "clear evidence of their failure to manage themselves as a university".

"There was an implicit bargain: relative poverty in exchange for what amounted to a proprietary hold on the University world."

This view was undeniably elitist, Prof. Nelson continued, but it served to dilute and soften the usual employer-employee relationship. "Senior faculty were deferred to by junior faculty, boards of governors and the public."

Today, this is all gone - for better or worse, he said, citing three possible reasons for "the very clear employer-employee relationship in the University": for

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## Fong appeal hearings conclude, verdict soon

After four tortuous sessions, the appeal of Henry Fong concluded Nov. 6, and the sub-committee of Academic Affairs which heard the case retired to ponder the scores of letters which made up much of the evidence. A decision is expected before month's end.

The evidence in the case was sometimes contradictory and often muddy and both sides referred to the same letters to prove opposite arguments.

Henry Fong, a fourth year medical student who was forced to withdraw midway through his final, clerkship year, was represented by his lawyer, Michael

Smith, as well as by mathematics professor Peter Rosenthal, who conducted the cross-examination. Their appeal rested on the argument that personal bias, related at least in part to Fong's racial background, affected the assessments made of him during the fourth year of medicine when the grading procedures were, by the medical school's own admission, somewhat subjective.

The lawyer for the Faculty of Medicine, John O'Brien, argued that the race issue was a "red herring" which was being introduced by Fong's defenders to distract attention from the real evidence showing that Fong was

unable to meet academic requirements to graduate from medical school.

The hearing featured frequent outbursts of anger from both Rosenthal and O'Brien as they examined and cross-examined the two principal witnesses, Dr. J.W. Steiner, Associate Dean of Medicine in charge of undergraduate affairs at the time of Fong's first withdrawal in February, 1974, and Dr. E. Llewellyn Thomas, his successor in that position.

The hearing recalled that Fong was forcibly withdrawn from medical school for the first time in January 1974. He had begun his clerkship the previous June

and had been passed in all of his rotations, or periods of clinical study, until he entered Family

and Community Medicine in August. He failed this rotation, and

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## Corrections

Last week, in a story on the talks between the University and the library workers' union, the *Bulletin* stated that "the University concedes that the number of employees in the library will be reduced by 70-80 over the next year in order to reduce costs by 5 percent." The *Bulletin* has since determined that the University has made no such statement.

The *Bulletin* also suggested that the Anti-Inflation Tribunal would have to approve a 12 percent salary increase. This is not the case. Approval would be required only for the additional 3 percent necessary to achieve a 15 percent increase.

The *Bulletin* apologizes to its readers for these errors.



# FORUM

## Letters comment on library, police and faculty unions

I am in contact with many colleagues from various departments and on different appointment levels. One major concern was shared by most non-academic as well as academic staff and students in the past few weeks: the possibility of a library strike, which would undoubtedly harm the whole fabric of teaching and research. The normal issues of the *Bulletin* seemed little concerned with this extremely interesting topic, apart from the special issue of Nov. 4.

It is difficult to understand that you seem to be so far apart from the main stream of thinking and concern of the majority of people on campus that you don't even realise the news of another union settling on terms equaling the offer denied by the library unionized staff would be a tremendous morale booster to all of us so deeply interested by students! You hide this one piece of good and encouraging news on page 6 of the *Bulletin* of Nov. 7, where no one will have a chance to see it during the quick perusal possible in the working day. I, along with a number of my colleagues, question your judgment, since we feel this item warranted conspicuous display as an important news item.

You seem to be working in splendid isolation from the thoughts and concerns of many staff members, and it is regrettable.

Anne-Marie Jamieson  
Administrative Assistant

### "return to the bargaining table"

The negotiations between the University and the library workers have broken down. The University has made its "final" offer and last Friday the Union rejected that offer as inadequate.

A strike threatens to close the major libraries on the campus. No matter the contingency, it is highly questionable whether adequate library services could be maintained for more than a few days. By the end of this month all strike-bound libraries could be

forced to close. And all of this at one of the most crucial times of the academic year - the time for rhetoric from both sides has long since passed.

As everyone is well aware, completing papers and theses and preparing for examinations is an impossibility without a well functioning library system. The question of operating the system under strike conditions is a matter of grave concern to the professional librarians as well. Under normal circumstances the library has difficulty controlling theft and vandalism - problems which would only be exacerbated with manpower reduced by two-thirds. Aware of these problems, more than one-half of the professional non-unionized librarians favour closing the libraries for the duration of the strike.

It is imperative that negotiations be re-opened immediately. The University must present a new offer and the Union must respond in good faith. A refusal to negotiate at this time by either party is a gross injustice to each and every student of this University. The University must realize that the effects of a library strike are too far-reaching and extreme to allow it to be used to dramatize the University's financial position. By the same token, the Union must realize that they cannot gouge excessive increases at a time of financial stringency.

It is time for students and faculty to call on both parties to return to the bargaining table and resolve the dispute irreparably damaging the University and all its members.

Gordon Barnes, President, SAC  
Tim Buckley, Student Governor  
Michael Sabia, Student Governor

### Staff Association member dissents

The UTSA Executive's Oct. 23 rejection of the library workers' position as "greedy" seems to me short-sighted. As a member of the Staff Association, I would like to present a dissenting view.

Successive years of library bud-

get cuts have resulted in a serious shortage of staff that is a "speed-up," so the library staff can hardly be condemned for requesting a "slow-down." The shortages that affect our work most seriously are two: (1) The library can no longer offer the telephone services normal and necessary in a good university, such as reference questions and book renewals; (2) Books wait for months, sometimes years, to be catalogued, and are therefore not available for circulation or even reference.

Ultimately the University must act on the truth that it does need more money from the government, and that it must act decisively to get it. The library

workers have the courage to take a very unpopular ("greedy") position in order to ask for an average Ontario wage and conditions they know a good university needs. If we support them and at the same time insist on our own requirements, the University can now pass on to the Government specific evidence of its difficulties. If we do not support them - if we swallow our awareness of the University's needs and accept as inevitable the government's too-stringent limitations - then we all lose, and most importantly the University loses.

Even now basic first-year course tutorials are so large that students wait three hours for help

and go home without it; library books are inaccessible and library telephones off the hook; cleaning staff are so over-loaded that blackboards become a white before their scheduled washing. What can follow these and comparable conditions except confusion, bitterness, apathy, and finally the mediocrity of a second or third rate school? Does the legislature want that? Of course not, but they need to see that it is happening.

Any group that discourages budget cuts should have our support, particularly the library, which is and should be the core of the University.

Constance R.M. Gardner

### "faculty would lose freedom under a union"

has continued into this year's operating budget which is expected to produce a loss that will wipe out the appropriated net income of prior years.

During the same two years the faculty members have received salary increases totalling 25% on average. The University budget will not tolerate comparable salary increases in 1976-77 without incurring damaging side effects. A reduction in the total complement of teaching staff will be one result. The brunt of this will be borne by those members of the teaching staff who have sessional appointments, new PhDs, and tutorial assistants. They simply will not be hired. Faculty members will inevitably be faced with greater workloads, and students with inferior education.

The magnitude of faculty salary increases will be a major determinant in affecting conditions of University life next year. Salary increases well within the Federal price and wage guidelines rather than at the limit of the guidelines is mandatory if the University atmosphere is to be livable.

When the Faculty Association salary team sits down with the U of T administration, it is crucial that the salary team reflect the views of the majority of faculty members because I doubt more than a handful of faculty members, if that many, would want salary increases that will do their younger colleagues out of jobs.

John O'Donohue Vice-Chairman  
Business Affairs Committee  
of Governing Council

### On the *Bulletin* as an information vehicle

I just want to thank you so very much for all of the assistance your staff gave in helping us to publish the special supplement in the *Bulletin* about the services of the Media Centre. Not only have we had an excellent response, but many favourable comments on the use of the *Bulletin*, as such an information vehicle.

Secondly, I want to express my appreciation to you for the very

fine article that appeared a few weeks ago concerning the production and broadcast of our Italian series. Such a well-written story not only helps gain support for the Media Centre's services but also indicates the University's concern to serve this community.

L.D. Todgham, Director  
Media Centre

## THANK YOU

Joanne Hodgins, pharmacy student, smiles through the test to determine her blood type at the Red Cross blood donor clinic held recently on the St. George campus. This clinic was a great success: 1,626 units were collected - up 653 over the clinic held last March. Dentistry was top giver with 242 units. The next opportunity to donate blood at St. George will be in March. Before then, you can give in the ManLife Centre, 55 Bloor St. W., weekdays, 10.30 a.m. - 7.30 p.m. It takes just a little more than half an hour from test to orange juice and cookies.



## UNIVERSITY of TORONTO Bulletin

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The members of the standing sub-committee on academic appeals which heard the case are: Prof. J. Bruce Dunlop, Faculty of Law; Mrs. M.A. Barten, alumna member of the Governing Council; Mr. John Creelman, Scarborough undergraduate; Dr. A. Murray Hunt, Dentistry; Prof. Arthur Kruger, Principal of Woodsworth College; Prof. A.M. Wall, Psychology, and Mr. Bryon E. Wall, graduate student at the Institute for the History and Philosophy of Science and Technology.





The quadrangle of Knox College

## Government promises more funds for theology

The Ministry of Colleges and Universities, has announced changes in the level of operating grants for theology programs of church-related colleges associated with Ontario universities. These changes will double the \$1.1 million in grants now allocated for the instruction of some 1,300 theology students.

Starting in the 1976-77 academic year, this increased support will apply to theological colleges provided that theology students are registered at the parent university. Admission standards, curriculum and graduation must be regulated by the parent university which will allocate the extra funds.

A theological college which does not wish to come under the academic supervision of its parent

university will continue to receive the existing level of grant. Unaffiliated theological colleges will become eligible for the increased grants upon successful federation with one of the 15 provincial universities.

Theology is offered at Dominican College, Regis College, and 12 colleges which are associated with Ontario universities: McMaster Divinity College (McMaster University); St. Augustine Seminary and St. Paul University (University of Ottawa); Queen's Theological College (Queen's University); Knox, St. Michael's, Trinity, Emmanuel, and Wyckiffe Colleges (University of Toronto); Huron and King's Colleges (University of Western Ontario); and Waterloo Lutheran Seminary (Wilfrid Laurier University).

## SLOWPOKE reactor to be replaced

The small nuclear reactor, SLOWPOKE, in the Halden Building, Institute for Environmental Studies, is shortly to be replaced by an improved model. The licensing authority, Atomic Energy Control Board, is concerned that all those who are often in the building where the reactor is housed should be informed about the change and have an opportunity to express their views.

## Applications invited for grants

University staff members in the humanities, social sciences, physical and life sciences are invited to enter applications for support from the University of Toronto's Connaught Fund in the major 1976 competition which closes February 1, 1976.

There are two programs:

Research Grants are intended to initiate major projects or significantly to develop current research. University staff members as individuals or in co-operation with other researchers may apply. The term of a Research Grant may be as long as three years, and funds may be used for all the usual purposes of grants-in-aid. Proposals will be reviewed in a peer assessment process, and pro-

jects judged to be of very high merit will be awarded support by the Connaught Committee in accordance with the terms of reference of the endowment.

New Staff Grants are intended to ensure adequate support for the research of staff members in the first two years of an on-going appointment at the University. Proposals will be reviewed by peer assessment. Awards made from Connaught Funds may be used for all the usual purposes of grants-in-aid, however New Staff applications are expected to have applied simultaneously to external funding agencies.

Further information and applications may be obtained by calling the Office of Research Administration at 928-6475.

# New name dispensed - F. Norman Hughes Pharmacy Building

The building housing the Faculty of Pharmacy, is to be named the "F. Norman Hughes Pharmacy Building", to honour the man who served with such distinction as dean during the first two decades of the Faculty's existence, 1953-1973.

In brief ceremonies, Sunday afternoon, November 16, beginning at 3.30 p.m., President John Evans will speak to the University, with Dean W.E. Alexander presiding, and with representation from the Pharmacy Alumni Association, co-sponsors with the Faculty of the event. An informal reception will follow immediately afterwards. Those wishing details may call 928-2880 or 2889.

While the Faculty of Pharmacy is relatively young, its antecedents go back into the nineteenth century. The first permanent teaching unit of pharmacy was established by what is today the Ontario College of Pharmacists, in 1882, although sporadic attempts to provide pharmaceutical education go back to 1868. First affiliation with the University of Toronto was sought in 1887 and achieved in 1892, but it was not until 1927 that the University's degree became required for those who completed the course.

1927 was the year that F. Norman Hughes began his long association with the teaching college. He entered it as a member of the class for the first two-year course in pharmacy; he became dean in 1952, to see the first

graduates of the four-year baccalaureate class receive their degree. When, in 1953, OCP turned its teaching function over to the University, Hughes was named the Faculty's first dean, and served with eminence in that post until his retirement in 1973.

Those two decades of leadership witnessed several events of note, in all of which Norman Hughes played a notable part. In 1953 the university first offered the Master's degree in pharmacy and in 1961 made possible the Ph.D.

In 1963 pharmacy moved physically to the main campus occupying the present building. Moreover, hospital pharmacy residence programs were initiated in 1958 and plans to inaugurate a doctor of pharmacy degree were first proposed just prior to his retirement.

Born in Dresden, Ontario, Norman Hughes received his primary and secondary education in Sarnia, where he subsequently apprenticed and practiced pharmacy. In 1937 he first joined the faculty of OCP, having served from just after the time of his graduation in 1929 as one of its examiners. He remained a member of the faculty except for brief interludes to pursue higher degrees at Purdue University and the U of T. Purdue honoured him with a doctor of laws degree (honoris causa) in 1954, a distinction also conferred by Dalhousie University in 1973.

Norman Hughes played an active role in the life of the University. At the time of his retirement he was president and chairman of the Health Sciences Committee. He was subsequently named Dean Emeritus.

He also played a considerable part in pharmaceutical activities beyond the walls of the University. Thus he assisted at the founding of the Canadian Conference of Pharmaceutical Faculties, serving as its first secretary and later its chairman; subsequently, when the conference reorganized as the Association of Faculties of Pharmacy in Canada, he was asked to serve as its first chairman during the crucial transitional year.

Active in the founding of the Pharmacy Examining Board of Canada, he was chosen its first president and since 1973 has served as registrar-treasurer. He has served also as president of the Association of Deans of Pharmacy of Canada and of the Canadian Foundation for the Advancement of Pharmacy. The high regard in which he is held is reflected in the fact that he is an honorary life member of the Ontario Pharmacists' Association, the Canadian Society of Hospital Pharmacists, the Canadian Pharmaceutical Association, and the Association of Faculties of Pharmacy of Canada.

And on the very day that the Faculty building is to be named for him, the Ontario College of Pharmacists will inaugurate the "F. Norman Hughes Distinguished Lecture" series in his honour.

## 850 at heavy metals conference

by Tom Davey

Some of the world's most eminent researchers in heavy metals in the environment enthusiastically participated in the recent conference hosted by the Institute for Environmental Studies and the National Research Council.

University Professor, Donald A. Chant said the five-day conference was an event of great significance to the international scientific community and paid a special tribute to the program chairman, Dr. T.C. Hutchinson, for his work. A record 850 delegates registered - attracted by an opportunity to hear and discuss various studies with scientists of international repute.

One eminent contributor was Dr. A. Walsh, the Australian scientist who developed atomic absorption spectrophotometry. His development - a technique for detecting minor traces of metals in all forms of material - was hailed as a big scientific breakthrough a few years ago and led to great advances in the field.

Over 200 papers - plus panel sessions - were presented at a series of concurrent sessions which sometimes ran to midnight after starting at 9 a.m. Such stamina is a tangible indication of the scientific validity of the papers.

From Japan, Dr. Jun Iui gave a paper on mercury pollution and human health. He had previously visited Canada to make comparisons between sufferers of mercury poisoning in Kenora, Ontario with those in Minamata, Japan.

His presence attracted keen interest from the news media, as did Dr. Lars Friberg from Sweden, a



The CBC gave extensive coverage to the conference. Dr. John Brown of the Institute for Environmental Studies talks to Jack Ferguson, right, a producer for the Twenty Four Hours program.

leading figure in cadmium pollution studies and Dr. John Wood, from Minnesota, a scientist whose research first focused attention on the importance of micro-organisms in metals.

Academic staff from the U of T who gave papers included Dr. Jon Van Loon, "How useful are environmental chemical data?"; Dr. Pam Stokes, "Adaptation of green algae to high levels of copper and nickel in aquatic environments"; Dr. Ian Burton, "Scientific and public assessment of environmental hazards"; and Dr. Tom Hutchinson, "Heavy metals contamination caused by smelter activities in Canada." Dr. Bob Jervis gave a paper based on research activities using the University's "Slowpoke" reactor, "Use of nuclear techniques for simultaneous determination of toxic metals."

Dr. J.R. Brown and Mrs. L.Y. Chow presented a paper on "Heavy metals in fish samples from Lake Huron and Lake Ontario"; Dr. Anne Whyte on, "The role of information and communication in the regulation of emissions from a smelter"; Dr. A.V. Rao on "Effects of cadmium and lead acetate metabolism in animals"; and Miss L.M. Cunningham and Dr. F.W. Collins gave a paper, "Physiological and biochemical aspects of cadmium toxicity in soybean." All are associates of the Institute for Environmental Studies.

The social program included a presentation at Queen's Park where Dr. D.A. Chant and Dr. T.C. Hutchinson welcomed delegates with the Lieutenant Governor, Pauline M. McGibbon.

## Nov.14 - last day for withdrawal from courses

Today, Friday Nov. 14, is an important date for most U of T undergraduates.

It is the last day on which students in faculties other than Applied Science and Engineering may withdraw from a first-term

course without academic penalty.

It is the last day on which students with supplemental privileges may apply to write the annual examinations.

Finally, it is also the last day on which Arts and Science students

who expect to graduate at the Spring Convocation should inform the College Registrar of their intention.

Actually, the final date cited in most Faculty calendars is Nov. 15; that's tomorrow and all University offices are closed Saturdays.



# Stress in those who care for the dying

Stress is often named as the villain behind the myriad psychosocial disorders that affect modern society. Psychiatrists believe that many of today's mental disorders could have been prevented through early and adequate legal, medical, and social medication. Psychiatrists also believe that prevention of many of today's mental aberrations can be accomplished through understanding, sharing and relieving the suffering of those in particularly stressful situations.

To understand the dynamics and dimensions of stress, the Clarke Institute of Psychiatry recently established the Community Resources Services (CRS) at the instigation of Prof. S.J.J. Freeman. The CRS is currently sponsoring a series of studies on certain groups "at stress", such as the bereaved, those who have cancer of the breast, and the retired.

Another important study concerns those who care for the dying in the new Palliative Care Unit (PCU) in Montreal's Royal Victoria Hospital. Since the unit's founding, a team from the Clarke Institute, comprised of Dr. Alan Llyall, a psychiatrist; Mary Vachon, a psychiatric nurse and community worker; and Joy Rogers, a psychiatric nurse and sociologist, have been visiting the unit regularly to come to understand the special stress among its personnel.

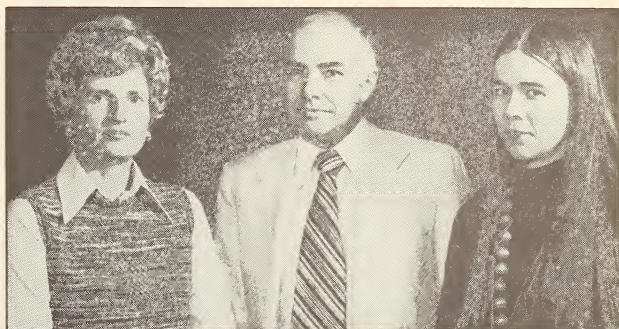
The word palliative means providing relief and comes from the Latin *pallium*, the cloak that was worn over the Roman *stola* or dress. The PCU, unique in Canada, cloaks pain and suffering, but cannot cure diseases.

The unit was founded 10 months ago by Montreal urologist, Dr. Balfour Mount, and is patterned after the world renowned St. Christopher's Hospice in Sydenham, England, six miles south east of London Bridge. The PCU may one day be a prototype for other Canadian centres for the care of the terminally ill.

According to Dr. Llyall, "the PCU staff are under great stress because they constantly face death or the threat of it. While much attention has been given to improving the situation for the terminally ill patient, only recently are we trying to understand the needs of those who share death with patients and their relatives."

"The stress experienced in the PCU differs from the stress in a hospital such as the Princess Margaret where patients with cancer receive therapy and are often able to return home. Through the study, we hope to find out how stress can be relieved, how it varies in relation to events on the ward, how it compares with staff stress in other parts of the hospital, and whether certain personalities are attracted to stressful work. We may also learn how personality variables relate to such factors as how long a staff member stays in a stressful position, and how often he or she is absent or late for work."

In an earlier era when communities were sparsely populated, people died in their homes. The sadness was shared by the entire village. As communities became more populous, death became a private affair



Joy Rogers (left), Dr. W.A. Llyall, and Mary Vachon visit the new Palliative Care Unit in Montreal to understand stress among personnel who care for the dying.

borne by the family. The family in its turn was supported by a hospital staff who could view death from a professional distance. Today the three-generational family has disappeared and 90 percent of all deaths take place in hospital. Death has become something to be viewed from a safe distance on a TV screen, the result of earthquake, fire, tornado, shooting - all events the viewer believes "can never happen to me".

Now the PCU and St. Christopher's Hospice are bringing death out of the lonely room where both patient and relatives wear only a jolly persona and speak the double talk that covers fears they do not voice aloud. Dr. Llyall explains that the Palliative Care Unit differs from St. Christopher's in that PCU is an island in the centre of a busy general hospital, whereas Hospice is a 54-bed institution in a quiet suburb of south-east London.

He says that Hospice, named for the medieval inn that relieved the ills of the crusaders, owes its success largely to the perspicacity and tenacity of its founder, Dr. Cicely Saunders, who has devoted many of her 57 years to creating a centre where the dying may live free of pain - physical, spiritual, emotional, and mental - to their last day. Dr. Saunders was, in turn, a graduate nurse, a graduate from Oxford in economics and philosophy, a social worker, a doctor. After qualifying as a doctor she studied pharmacology for three years and came to understand how analgesics may be scientifically combined and titrated to relieve pain and depression without causing either drowsiness or euphoria.

As a result, at Hospice analgesia is given as often as necessary. With pain and fear of pain removed, the

patient gains confidence and courage to live each day as fully as possible. In a loving atmosphere that supports both patient and relatives 24 hours a day, false cheerfulness falls away and the final days are spent in a remarkable atmosphere of openness and sharing.

At Hospice, it has been found that the staff support each other and that those with a religious belief withstand the emotional stress better than those without such support. The staff psychiatrist spends as much time with the staff as with the patients. A large network of devoted volunteers, many of whom have themselves cared for a relative in Hospice, continue to help in the centre; for example, they take the place of relatives every Monday, to afford relatives a "day off".

Volunteers also work in the extensive home-care service; in the 16-apartment wing where aged, but still independent, relatives of the staff may live; in the study centre where hundreds of doctors, nurses, ministers, and health workers from around the world come each year for varying lengths of time to fathom the vigilance of Hospice, or in the day-care centre where children of the staff are cared for.

At both Hospice and PCU, death is faced realistically through close human relationships. All feeding is done by human hands and even when the patient cannot take in much food, he or she is personally nourished by the person who sits by the bed many hours of every day.

Dr. Llyall believes that the insight into stress gained at PCU will be helpful both to those who must live with personal stressful situations and to those who support others under stress.

R.S.

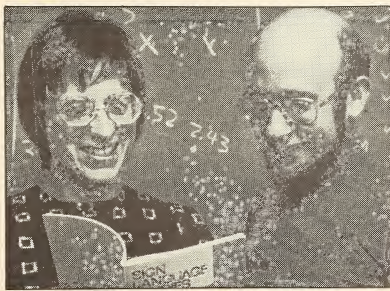
## Communication for the deaf: to show or tell?

For many years educators, parents, and deaf adults have debated whether a profoundly deaf child should be taught to express thought orally or instructed in the use of either fingerspelling or the American Sign Language. The oral approach was once used in all of Ontario's schools for the deaf.

U of T's Prof. Peter Reich, Department of Linguistics, recently decided to find out what method the deaf prefer and actually use. In collaboration with his wife, Carol, Assistant Professor of Special Education at OISE, Reich interviewed 169 profoundly deaf adults between the ages of 18 and 36 through the services of an interpreter.

Since the deaf do not use telephone directories, it was not clear for the Reichs to locate their subjects. But of the 169 interviewed, the husband-wife team observed that, regardless of the method of expression the individual learned in school, the majority were using sign language. Only those with residual hearing were using oral language.

"We also learned," says Peter Reich, "that lip-reading is little used, but that when it is, women are more proficient than men in its use. We found that no deaf male had married a hearing spouse. Among the women, how-



ever, almost one-third were married to hearing spouses. Most of the deaf had their closest associations with other deaf persons at work and socially. Although the deaf were not able to advance in their work, they lead relatively normal lives."

Prof. Reich recalls that his project had its genesis in the '60s. "I invited two guest speakers to address the students. One speaker was the Rev. Robert Rumball, pastor of the Evangelical Church for the Deaf. The other speaker was the former principal of the Toronto School for the Deaf.

"Rumball has always championed total communication among the deaf. Convinced that lip-reading is inadequate and that oral expression often gives rise to frustration for the speaker and the listener, Rev. Rumball has been fighting major battles with special education authorities in Ontario for the acceptance of sign language." In sign language, there is a different hand configuration for each word.

In fingerspelling, there is a unique hand configuration for each letter of the alphabet and the

user spells out every letter of every word spoken.

The speaker from the Toronto School for the Deaf defended oral expression, in keeping with the tenets held by many teachers of the deaf: that sign language lowers the motivation to learn English, and mitigates against forming patterns of thought and word associations.

"Both the students and I were fascinated by the two methods of teaching the deaf to speak. Out of the lectures grew the idea of the research project whereby we could find out by which method the subjects had been taught in school and which they were now using, and how deafness had affected their work, life style, and marriage," explains Prof. Reich.

In Canada, the deaf outnumber the blind. Deaf males outnumber deaf females. Some 50,000 Canadians are the victims of profound deafness, unable to hear any sound. Little research has been directed towards this silent, unseen, isolating handicap. It was a natural target for the Reichs' research, sponsored by the Ontario Ministry of Education under its program of Grants-in-Aid of Educational Research.

"Linguists, anthropologists, and psychologists are becoming increasingly interested in the prob-

lems of the deaf," say the Reichs, "largely as a result of the work of Allen and Beatrice Gardner who, in 1966, taught Washoe, the chimpanzee, to use sign language and stimulated new interest in promoting wider use of the American Sign Language among the deaf."

Prof. Carol Reich is currently studying methods of integrating deaf children into ordinary classrooms. Her husband's most recent research has been a comparison of fingerspelling to speech. "The same processes that take place in phonology and sound systems apply to fingerspelling," he says.

"Just as the sound in 'man' differs from the *a* in 'bad', so in fingerspelling some attributes of one letter may be superimposed upon another. I think parents and teachers of the deaf should not worry because their fingerspelling is not exactly like that shown on the charts. What these studies show us is that we must extend our ideas of what constitutes language; sign language and fingerspelling quickly become language-like, even though they may begin from an artificially developed sign system."

In January 1976, Prof. Carol Reich will assist her husband in his teaching of a course on Communication and Deafness.

R.S.



## JOB OPENINGS

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings in their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

- (1) - Sylvia Holland, 928-6470; (2) - Wendy Chin, 928-5468; (3) - Manfred Wewers, 928-4834; (4) - Ann Sarsfield, 928-2112; (5) - David Christman, 928-7308.

**Clerk III** (\$7,130 - 8,390 - 9,650)  
Dean's Office (4)

**Clerk-Steno II** (\$6,480 - 7,620 - 8,760)  
Benson Building (1)

**Clerk Typist II** (\$6,480 - 7,620 - 8,760)  
Nursing (4), Alumni Affairs (1)

**Secretary I** (\$7,130 - 8,390 - 9,650)  
Hart House (2), Physics (1), Research Administration (1), P/T - Research Administration (1), School of Continuing Studies (2), Rehabilitation Medicine (4)

**Secretary II** (\$7,850 - 9,230 - 10,610)  
Anaesthesia (4), University College (2), School of Graduate Studies (2), P/T - Graduate Programme in Comparative Literature (2)

**Programmer III** (\$13,800 - 16,230 - 18,660)  
Marketing Services - UTCC (3)

**Administrative Assistant I** (\$11,210 - 13,190 - 15,170)  
Otolaryngology (4)

**T.V. Operator II** (\$9,610 - 11,300 - 13,000)  
Temp. - Media Centre (5), Instructional Media Services - Medicine (4)

## RESEARCH NEWS

### National Institutes of Health Announces New Review Cycle for Grant Applications

The NIH has recently adopted new deadline dates for receipt of research applications. These will go into effect January, 1975. The deadline dates will be: Feb. 1, June 1 and Oct. 1 for renewals and new applications for institutional awards, program projects and centres; March 1, July 1 and Nov. 1 for new and supplemental research project grant applications.

### NIH Cancer Control Program

The Division of Cancer Control and Rehabilitation of the U.S. National Cancer Plan provides grant support intended: (1) to allow the initiation of new concepts in a more effective utilization of existing procedures and/or techniques, and (2) to provide information on the refinement of established procedures and/or techniques for a more vigorous procedure of cancer control.

Grants may be used for support in the areas of prevention, detection, diagnosis and pre-treatment evaluation, rehabilitation/

continuing care, and special community resource development. For further information call ORA at 928-2163.

### Foundations' Fund for Research in Psychiatry Postdoctoral Research Fellowship Program Discontinued

FFRP has discontinued direct support of postdoctoral research fellowships in order to initiate a new awards program, the objective of which will be to identify and support especially promising areas of growth in psychiatric research by means of a highly flexible grant of up to \$200,000 per year.

Suggestions for suitable research areas are currently being solicited. Suggestions should be described in not more than one single-spaced typewritten page and should be forwarded to Dr. Clark J. Bailey, Foundations' Fund for Research in Psychiatry, 100 York St., New Haven, Connecticut 06511. These suggestions will not be responded to as requests for support, but will assist the FFRP in identifying areas in which invitations to apply for support may be extended.

## PH D ORALS

Since it is sometimes necessary to change a date or time of an oral examination, please confirm the information given in these listings with the Ph.D. oral office, telephone 928-5258.

Wednesday, November 19

Brian Michael Finigan, Department of Electrical Engineering, "Strongly Consistent Parameter Estimation Using the Instrumental Variable Approach." Thesis supervisors: Prof. I.H. Rowe, W.M. Wonham and P. Cairnes. Room 108, 16 Hart House Circle, 11 a.m.

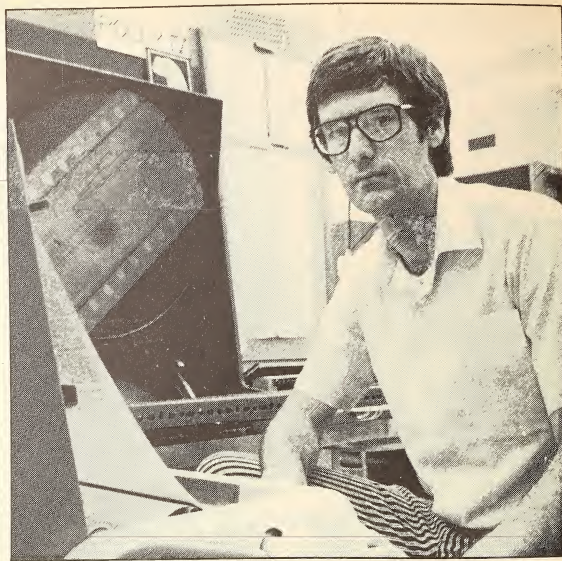
Tuesday, November 25

Norman Townsend, Department of Anthropology, "Limited

Options: Contingency and Constraint in the Economy of the Pokomo of Northeastern Kenya." Thesis supervisor: Prof. W. Weissleder. Room 108, 16 Hart House Circle, 2 p.m.

Wednesday, November 26

William David Finlayson, Department of Anthropology, "The Saugene Culture: A Middle Woodland Manifestation in Southwestern Ontario." Thesis supervisor: Prof. A. Mohr. Room 108, 16 Hart House Circle, 2 p.m.



Prof. E.C. West of Physics is the system manager of POLLY: a high speed, high resolution computer-controlled film scanning system.

POLLY is the name for both the system and the scanning machine. POLLY-the-scanner and the computer work as a team, and at the same time as the person operating the scanner. "It is the ability to interact that makes the system go", says Prof. West.

The POLLY system was developed at the Argonne National Laboratory to measure particle tracks on bubble chamber film. A bubble chamber is a device that allows observation of the trajectories of charged particles. Every charged particle leaves a trail as it passes through the chamber. Those that are interesting to the scientists have collided with a proton nucleus in the bubble chamber. The collisions, when photographed from three angles on 70, 35 or 16 mm. film, can be read by the computer to give a

three-dimensional picture. Typically, an experiment with POLLY involves a million photographs.

The system at U of T was funded originally by a negotiated development grant from the National Research Council. Capital funds were provided by NCR and from University departmental funds. POLLY is now supported by a combination of NRC funds and users' fees for service.

The High Energy Physics Group is in full production now and is POLLY's principal user. Medical Genetics makes some use of POLLY for measurement of DNA molecules. A third project, flow analysis for Chemical Engineering, is still being worked out - the application of POLLY's talents in this case being very difficult.

If you have a project suitable for POLLY, Dr. West would be glad to hear from you at 336 McLennan Physical Laboratories, telephone 928-4085.

## Social Work searches for dean

The President has appointed a search committee to recommend to him a successor to Professor Albert Rose as Dean of the Faculty of Social Work on completion of his term on June 30, 1976. Membership of the committee is as follows:

Prof. P.P.M. Meincke, Vice-Provost (chairman); Miss Rhonda Freeman, student, Faculty of Social Work; Prof. E.R. Godfrey, Faculty of Social Work; Miss Samira Guirgis, alumni representative; Mrs. Eva Kenyon, Field Practice Educators representative; Dean M. Kathleen King, Faculty of Nursing; Prof. Norma C. Lang, Faculty of Social Work; Dr. Rita Lindfield, Faculty of Social Work and Clarke Institute of Psychiatry; Mr. Hume Martin, student, Faculty of

Social Work; Prof. B.Z. Shapiro, Faculty of Social Work; Prof. R.J. Thomlinson, Faculty of Social Work; Prof. Leo Zakuta, Associate Dean, Division II, School of Graduate Studies.

The University community is invited to submit names of persons who should be considered by the search committee, accompanied by as full documentation as possible, to any member of the committee.

## Scarborough looks for chairman

The Provost has agreed to the appointment of the following Committee to search for a chairman of the Social Sciences Division at Scarborough College, the appointment to take effect on July 1, 1976.

R. Bryan, Associate Professor, Geography, Scarborough College; T. Colton, Assistant Professor, Political Science, Scarborough College; H.C. Eastman, Chairman, Department of Political Economy; J.E. Foley, Chairman, Life Sciences, Scarborough College; H.B.

Schroeder, Associate Professor, Anthropology, Scarborough College; L. Zakuta, Associate Dean, School of Graduate Studies and Professor of Sociology; Principal D.R. Campbell, Chairman.

Because of the financial situation facing the University the search will have to be limited to existing members of the U of T. Please feel free to approach any of our members of the Committee concerning their search.

## SGS election and the postal strike

Because of the postal strike, the School of Graduate Studies has extended the final date for return of ballots in the elections of student members to the Council in Divisions II and IV. The new deadline will be the end of the fourth week after the resumption of postal service. This extension will allow students who had not

voted before the strike to do so. In the interim, so that these divisions will be represented, the following arrangements have been made:

All the nominees - four in Division II, five in Division IV - will be invited to attend Council and divisional executive meetings. They will have the right to cast

the allowed number of votes - three in Division II, two in Division IV - for the seats involved. The nominees will decide among themselves how to apportion their votes.

The SGS feels this procedure is preferable to declaring the final election results on the basis of the handful of votes received so far.

# Final list of amendments to GAA proposals

Following is the final list of proposed amendments which the Graduate Assistants' Association submitted to the University at their most recent (fourth) negotiating meeting, Oct. 29.

The GAA stated that this was the sum total of all amendments which they had made to date to the original proposals.

Some of the amendments had been submitted earlier, verbally and in writing, so already have been incorporated in the text which the *Bulletin* published on Oct. 24.

1. In clause 9.02, add the words "at the request of" after the words, "Such Committees shall be established".

2. In Clauses 9.05 and 9.06, change the word "Chairman" to "Chairperson".

3. In clause 10.01, change the word "Spokesman" to the word "Spokesperson".

4. In clause 12.06, Step 3, the Article referred to is Article 13.

5. In Clauses 13.01, 13.02, 13.03, 13.04, and 13.05, replace the word "Chairman" with the word "Chairperson".

6. In Clause 14.07 delete the sentence, "Any adverse reports or evaluations of any employee must be removed from the employee's file after one term of employment, not counting the term in which the evaluation was written", and replace with the sentence, "Any adverse reports or evaluations of any employee must be removed from the employee's file at the end of the term following the term in which the evaluation was written".

7. Delete Clause 15.02.

8. Delete everything after the comma in Clause 15.05.

9. (a) Delete 15.04 (i); (b) In 15.04 (ii), change "to" to "and"; (c) In 15.04 (iii), change "to" to "and".

10. Delete Clause 16.06 (f), and replace with: *Previous Employers* A person who is accepted to a bargaining unit position who has previously worked in a bargaining unit position, but between the

time of the latest appointment and the previous employment was a) not registered as a student or a post-doctoral fellow at the University of Toronto, and b) was not employed in a capacity that would have been a bargaining unit position if the employee was enrolled as a student or a post-doctoral fellow, shall be considered to have accumulated no seniority, and shall not have any of his/her previous work credited towards fulfillment of the guaranteed employment provisions of this Agreement.

11. In Clause 16.12, change the word "support" to "employment".

12. In Clause 18.04 change the last part of the sentence to read: "... or in any other way aid in the instruction or supervision...".

13. In Clause 20.03 change the word "student" to "assistant".

14. Change Clause 21.03 (b) to read: "Upon a minimum of 24 hours notice of a Union membership meeting to the office of ----- or a department...";

and delete everything after the words, "... shall have been considered to have been scheduled by the departmental office".

15. Change the word "teaching" to the word "graduate" in two different places in Clause 24.01.

16. Change the word "teaching" to "graduate" in Clause 26.02(b).

17. Add a new Clause 27.03 to read: *Employees Presently on Leave* Any person who may have worked in a bargaining unit position previous to the fall of 1975 but has not worked in either the fall 1975 term or the spring 1976 term or any term subsequent to these terms but has continued to be enrolled as a student or post-doctoral fellow shall be considered to be a bargaining unit employee on leave of absence as specified in Clause 16.05 of this Agreement.

18. In Clause 30.01, change "at least ninety days..." to "within the period one hundred and

twenty (20) days prior to the date of its termination."

19. In Clause 30.04, change "to" to "his/her" and change "prerequisites" to "benefits".

20. Delete Clause 32.01.

21. Delete Clause 32.02.

22. Delete the first paragraph of Clause 32.03 and replace with: "The base rate per term, summer term included, for all members of the bargaining unit as of May 1, 1975 shall be \$2,200 for an average amount of work of ten (10) hours per week in any given term, summer term included. If the course taught in by a member of the bargaining unit in the summer term is for one full credit, then the course shall be considered to require an average of twenty (20) hours per week, and the base rate shall be \$4,400 per term. Such a term worked shall contribute towards one term of fulfillment of the guaranteed employment provisions of this Agreement."

23. Delete Clause 32.05 and replace with: "Markers Marks shall be paid at the rate of \$16.00 per hour."

## SGS program changes

The School of Graduate Studies Fellowships Office wishes to advise students intending to apply for Ontario Graduate Scholarships that application forms have now been distributed to Departmental Graduate Secretaries. Additional copies are available in the Fellowships Office, 16 Hart House Circle. The deadline date for submission of applications to the department is Dec. 1, 1975.

There are a number of changes in this year's program:

1. The value of the scholarship has been increased to \$1,250 per term; however, students are now required to pay their own fees.

2. The awards are intended primarily for Canadian citizens. Up to 10 percent of the awards may be allocated to landed immi-

grants. This year students on student visas will not be eligible to apply unless they currently hold an Ontario Graduate Scholarship.

3. Students who receive Ontario Graduate Scholarships may hold other awards up to a total of \$500. However, the total income during the period of their award, including the award itself, should not exceed \$7,250 for a three-term award or \$5,500 for a two-term award.

Students who are eligible for an Ontario Graduate Scholarship and who also wish to be considered for a University of Toronto Open Fellowship are reminded that to be eligible for the U of T Open they must have applied for an O.G.S.

## Times art critic here

Hilton Kramer, art critic and art news editor for the *New York Times*, will give the 1975 American Studies Lecture.

Mr. Kramer will speak on "The Fate of High Culture in Democratic Society" on Tuesday, Nov. 18 at 8 p.m. in the auditorium of the Medical Sciences Building. He will be at the U of T for three days, Nov. 18-19, and during this time will be meeting with students and staff.

The annual American Studies Lecture is arranged by the American Studies Committee and sponsored by the Associates of the University of Toronto Inc., New York.

Hilton Kramer received his bachelor's degree from Syracuse University and did graduate work at Columbia, Harvard and Indiana Universities. He has taught at Bennington College, the University of Colorado, and Indiana and Yale Universities. Before joining the *Times* in 1965, he was editor of *Arts Magazine* and art critic for *The Nation* and *New Leader*. He is now at work on a history of 20th Century art.

## Changes in External Affairs

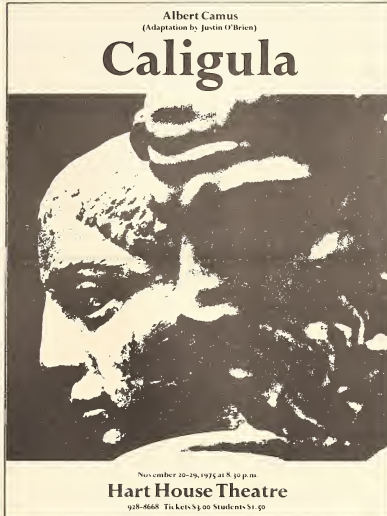
At the External Affairs Committee meeting on Nov. 12, the President announced that for health reasons Mr. Norman James is unable to continue as Vice-President - External Affairs. Effective this week, the three External Affairs departments, Alumni Affairs, Information Services and Private Funding, will report to the Office of the President through Dr. J. H. Sword.

## Two farces from PLS

The Pociuli Ludique Societas opens its 1975-76 season with two satirical farces, *The Pardoner*, *The Friar*, *The Parson* and *Neighbour Pratt* by John Heywood, and *The Force of the Drunken Monk* by King Mahendra Ramakravan. The plays are directed by David Parry and will be presented Tuesday and Wednesday, Nov. 18 and 19, and Saturday and Sunday, Nov. 22 and 23, in the Studio Theatre, Glen Morris St. at 8.15 p.m.

The two plays, one from Tudor England and the other from 7th

Century India, show remarkably similar insights by the playwrights into the ways that rogues have managed to use the good offices of religion for their own, secular ends. Heywood's little-known farce, written more than a century after Chaucer's *Canterbury Tales*, indicates that little had changed in the abuse of matters spiritual in the interim. King Mahendra's play, from medieval India, shows that there, too, those who professed religion sometimes fell short of their high calling.



Albert Camus  
(Adaptation by Justin O'Brien)

## Caligula

No. 00001 (20-30, 1975) at 30 p.m.  
Hart House Theatre  
928-8888 Tickets \$15.00 Students \$10.00

*CALIGULA* by Albert Camus, English adaptation by Justin O'Brien, opens at Hart House Theatre on Thursday, Nov. 20. The play, described as "a philosophical melodrama of Roman decadence", is directed by Damiano Pietropolo. It is the second production in the Drama Centre's 1975-76 season. During the run of the play there will be an exhibition in the theatre lobby of set and costume design sketches by 17 members of the Associated Designers of Canada. The theatre lobby will be open from 7.45 p.m. before performances. On Saturday, Nov. 22 and 29, the lobby will also be open from 2 to 5 in the afternoon.

The Nov. 7 issue of the *Bulletin* (page 5) had it that Prof. Andre Seguinot is "editor of *Studia Phonetica*", to be published shortly. Prof. Seguinot is editing one issue of *Studia Phonetica*, a journal regularly edited by Prof. P.R. Leon, Director of the Experimental Phonetics Laboratory, U of T.

## Fall convocations

The annual Fall Convocation ceremonies will be held this year on Thursday, Dec. 4 and Friday, Dec. 5, commencing both evenings at 8 p.m. in Convocation Hall.

Information is available from Mrs. K. Takenaka, Ceremonials Assistant, telephone 928-2193.

## After that parade for Santa Claus

This year when the Santa Claus parade passes you by, it will be on Sunday, Nov. 16. The stores will not be open so the pleasures of the day cannot be prolonged by visits to the toylands cunningly devised to part children from parents and parents from cash.

Hart House is providing an alternative that should prove amusing for the children and much less painful for parents. The House Committee is acting as host for the annual Santa Claus Parade Party in the Great Hall. The party, for all members and their families, will begin after the parade has passed Queen's Park (approximately 2.45 p.m.). Refreshments - cookies, cocoa, milk and cider - will be provided and a magician will be on hand to beguile the innocent of all ages.

M.M.

## Commonwealth 1976-78 awards

The 1976-78 edition of *Awards for Commonwealth University Staff* is now available from the Association of Commonwealth Universities, 36 Gordon Square, London, England WC1H 0PF. The cost is £7, including surface postage, or \$10.50 for second class airmail. The handbook provides information about sources of financial aid for academic and administrative staff who wish to undertake research, make study visits, or teach for a time, in a Commonwealth country other than their own.

## Champagne publications on beer budget boosted

"Champagne Publications on Beer Budgets" is the title of a seminar on the basics of preparing various types of printed material to be held Friday, Nov. 28 at 3 p.m. in the Debates Room, Hart House.

Robert MacDonald, Design Unit at U of T Press, will lead a discussion on elements of typography and design, dealing with typesetters and printers, copy preparation and the utilization of inexpensive and readily available resources.

Following the general discussion, there will be small round table sessions to discuss your publications. The seminar will be

most valuable to those who send material ahead of time. The more information you send, the better the advice will be.

If you are interested in the seminar, please send samples of your publications, describing their cost, their uses, and your role in relation to the material. If you have any questions about your future publications, send them as well to: Mrs. Elizabeth Wilson, director, Information Services, 45 Wilcocks St., before Nov. 20.

Attendance is limited to 25 participants. An additional session will be held at a later date if necessary. For information, telephone 928-2106.



# APUS holds first Academic Awards Dinner



"A good time was had by all" as members of the Association for Part-Time Undergraduate Students celebrated the first APUS academic awards at a dinner on Oct. 24. Maria Domenica Cancelli (above) won the Italian award. In our other picture are English award winner Mary Anne Mansfield (left) and German award winner Olga M. J. Dey (right). The ladies are with Olga's husband, Baboo Dey.



## EVENTS

### 15 SATURDAY

Lecture - *The Life and Death of a Seal*. Dean K. Ronald, College of Biological Science, University of Guelph. Convocation Hall. 8.15 p.m., doors open 7.30 p.m. (Royal Canadian Institute)

Dramatization - *John Synge Comes Next* with Maurice Good. Brennan Hall, St. Michael's College. Nov. 14 and 15 at 8.30 p.m. Tickets \$2.50, students \$1. Telephone 960-0824.

### 16 SUNDAY

Tour - Scarborough College, tour begins at reception desk at front doors of College. 2.30 p.m.

Music - Toronto Brass Quintet. Scarborough College Sunday concert series. Meeting Place. 3.30 p.m.

Music - Royal Conservatory Trio: Isidor Desser, violin; David Hetherington, cello; Warren Mould, piano. Concert Hall, Royal Conservatory of Music. 5 p.m. First of series of four concerts. Series tickets \$10, students and senior citizens \$5. Single concerts \$3 each. Telephone 928-3771 or 928-3797.

### 17 MONDAY

Lecture series - *The Shaping of responsible freedom*. 1975 Larkin-Stuart Lectures. First of four, "Conscience in search of freedom". Dr. Paul Louis Lehmann, Professor of Theology and Ethics, Union Theological Seminary, Virginia. Seeley Hall, Trinity College. 8.30 p.m.

Seminar - Canada and the Proliferation of Nuclear Weapons. Prof. William Epstein, Visiting Professor, University of Victoria and Special Fellow of UN Institute for Training and Research. Upper Library, Massey College. 2 to 4 p.m. (International Studies Program)

Music - Charles Peaker, organ; Susan Barber, trumpet; Freda Barber, alto. Fall series of organ concerts. Convocation Hall. 5.05 p.m.

Music - Aaron Copland 75th Birthday Tribute featuring Leo Smit, piano; Peter Salaff, violin; Paul Katz, cello and the U of T Concert Choir, conductor Charles W. Heffernan. Walter Hall, Edward Johnson Building. 8.30 p.m.

### 18 TUESDAY

Lunch and Lecture - *Some Developments in Forecasting Techniques*. Dr. R. Bradford Murphy, Bell Telephone Laboratories, Holmdel, N.J. Rideau Room, MacDonald Block, Bay and Wellesley St. 12 noon. For lunch reservations telephone Prof. L. Endrenyi, 928-2728. (Department of Industrial Engineering and S. Ont. chapter, American Statistical Association)

Lecture - *Mass Loss in Stars*. Dr. Donald C. Morton, Princeton University Observatory. David Dunlap Observatory. 4 p.m. (Astronomy and SGS)

Lecture - *A Naturalist Looks at Animals in Art*. Terry Shortt, chief artist, ROM Art Department. ROM Theatre. 5.30 p.m.

Lecture - *The Fate of High Culture in Democratic Society*. Annual American Studies Lecture. Hilton Kramer, art critic and art news editor, *New York Times*. Auditorium, Medical Sciences Building. 8 p.m. (American Studies Committee)

Lecture series - *The Shaping of responsible freedom*. 1975 Larkin-Stuart Lectures. Second of four, "The shaping of freedom for righteousness". Dr. Paul Louis Lehmann, Professor of Theology and Ethics, Union Theological Seminary, Virginia. Seeley Hall, Trinity College. 8.30 p.m.

Seminar - Stability regions of multistep formulas for the solution of initial value problems in ordinary differential equations. Prof. Rolf Jeltsch, University of Kentucky. 1122 McLennan Physical Laboratories. 10 a.m. (Computer Science)

Seminar - Physical Environment of the Alps. Dr. S. Burns, Department of Natural Sciences, American College of Switzerland. 128 or 130 Mining Building. 4 p.m.

Music - Percussion Ensemble, director Russell Hartenberger. Walter Hall, Edward Johnson Building. 8.15 p.m.

Music - Jeremy Constant, violin and Hannah Brickman, piano. Music Room, Hart House. 1.10 p.m.

Theatre - *The Pardoner, The Friar, The Parson and Neighbour Prat* (John Heywood) and *The Face of the Drunken Monk* (King Mahendravikramavarman). First production of 1975-76 PLS season. Studio Theatre, Glen Morris St. Nov. 18, 19, 22 and 23 at 8.15 p.m.

### 19 WEDNESDAY

Lecture - Planning as Related to the Consulting Firm. Leon Kentridge of Marshall, Macklin Monaghan Ltd. Room 221, Urban and Regional Planning, 230 College St. 2 p.m.

Lecture - O.R. and Statistics Applied to Problems in the Telephone Industry. Dr. R.B. Murphy, head of Applied Statistics Department, Operations Analysis Center, Bell Telephone Laboratories. Holmdel, N.J. 208 Roseburgh Building. 3 p.m. (Industrial Engineering)

Lecture series - *The Shaping of responsible freedom*. 1975 Larkin-Stuart Lectures. Third of four, "The shaping of righteousness for freedom". Dr. Paul Louis Lehmann, Professor of Theology and Ethics, Union Theological Seminary, Virginia. Seeley Hall, Trinity College. 8.30 p.m.

Seminar - Marine Transportation in Canada and the U.S. Great Lakes Region: A Bibliography of Selected References, 1950 - 74. Roderick D. Ramlal Singh, student directly supported by U of T - York Joint Program on Transporta-

tion. Front Conference Room, Centre for Urban and Community Studies, 150 St. George St. 2 p.m.

Library Evening - Name Dropping Evening - poems and anecdotes inspired by famous people. Robert Zenz. Library, Hart House. 8 p.m. Refreshments will be served.

Music - Trump Davidson Dixieland Band. East Common Room, Hart House. 12 noon to 2 p.m.

Recital - Judy Jarvis and program of modern dance. Music Room, Hart House. 8 p.m.

### 20 THURSDAY

Lecture - Streams and Ecosystems. Prof. H.B.N. Hynes, Department of Biology, University of Waterloo. 432 Ramsay Wright Zoological Laboratories. 4 p.m. (Zoology and SGS)

Lecture - *The Khosa Tradition of Oral Poetry*, illustrated with slides and tapes. Prof. Jeffrey Opland, Visiting Associate Professor from University of Durban-Westville. 403 Carr Hall, St. Michael's College. 4.30 p.m. (Centre for Medieval Studies)

Lecture - Nutrition - The Common Cause for the Health Professional. Second annual Prof. Edna W. Park Lecture. Dr. Cortez F. Enloe Jr., editor and publisher, *Nutrition Today*. ROM Theatre. 8 p.m. (Household Science Alumnae Association)

Lecture series - *The Shaping of responsible freedom*. 1975 Larkin-Stuart Lectures. Fourth of four, "The shaping of righteousness for freedom: structures of justice". Dr. Paul Louis Lehmann, Professor of Theology and Ethics, Union Theological Seminary, Virginia. Seeley Hall, Trinity College. 8.30 p.m.

Reading - St. Michael's Poets. Student reading. St. Michael's Poetry Series 75-76. Upper Brennan Hall. 4 p.m.

Advanced Economic Theory Workshop - Efficiency Pricing in Dynamic Competitive Systems.

Prof. David Cass, University of Pennsylvania. Front Conference Room, 150 St. George St. 4 to 6 p.m. (IOASEP)

Gathering - Informal coffee hour for single faculty members, others welcome. Pandarus Lounge, International Student Centre. 4.30 to 6 p.m. Additional information telephone 494-8403 or 429-1680.

Theatre - *Caligula* by Albert Camus, English adaptation by Justin O'Brien. Hart House Theatre, Nov. 20 - 29, no performance Sunday or Monday. 8.30 p.m. Tickets \$3, students \$1.50 Box office telephone 928-8668.

### 21 FRIDAY

Lecture - UFOs and the Search for Extraterrestrial Life. Prof. J. Allen Hynek, Department of Astronomy, Northwestern University, Room S-143, Scarborough College. 9 a.m.

Lecture - Machiavelli and the Birth of the Secular French State. Prof. Edmund B. Beame, McMaster University, South Dining Room, Hart House. 8 p.m. (Toronto Renaissance and Reformation Colloquium)

### 22 SATURDAY

Lecture - Changing Climate and World Affairs. Prof. F. Kenneth Hare, director, Institute for Environmental Studies, Convocation Hall. 8.15 p.m., doors open 7.30 p.m. (Royal Canadian Institute)

### 23 SUNDAY

Anniversary - Trinity College Chapel, 20th anniversary of consecration. Preacher: Most Rev. William Wright, retired Metropolitan Toronto. Sung Eucharist, 9.30 a.m.

Music - U of T Concert Band, conductor Stephen Chenette. MacMillan Theatre, Edward Johnson Building. 8.30 p.m.

### 24 MONDAY

Colloquium - Software Tools. Dr. Brian Kernighan, Bell Laboratories, Murray Hill, N.J. 103 McLennan Physical Laboratories. 4 p.m.